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SAP C-HRHFC-2411 Exam Syllabus Topics:

Topic	Details
Topic 1	<ul style="list-style-type: none">SAP SuccessFactors Employee Central Integration with SAP ERP Scenarios Overview: This section of the exam measures the skills of professionals in understanding various scenarios for integrating SAP SuccessFactors Employee Central with SAP ERP.
Topic 2	<ul style="list-style-type: none">Employee Master Data Replication from SAP SuccessFactors Employee Central to SAP ERP: This section of the exam measures the skills of SAP System Analysts and covers replicating employee master data from SAP SuccessFactors Employee Central to SAP ERP systems. It emphasizes ensuring accurate employee records in both systems.
Topic 3	<ul style="list-style-type: none">Extensibility (BADIs) for SAP ERP Employee Data Replication with SAP SuccessFactors Employee Central: This section of the exam measures the skills of SAP Developers and covers Business Add-Ins (BADIs) that enhance employee data replication processes between systems. It emphasizes customizing replication logic as needed. A skill to be measured is implementing BADIs for tailored replication solutions.
Topic 4	<ul style="list-style-type: none">SAP SuccessFactors Employee Central Integration Overview and Basic Settings: This section of the exam measures the skills of SAP Consultants and covers the basic settings and overview of integrating SAP SuccessFactors Employee Central with other systems. It focuses on the initial configuration steps necessary for successful integration. One skill to be measured is configuring basic integration settings accurately.

Topic 5	<ul style="list-style-type: none"> • SAP SuccessFactors Compound Employee API: This section of the exam measures the skills of SAP Consultants and covers the Compound Employee API, which facilitates employee data replication between systems. It focuses on structuring employee data for efficient transfer. A skill to be measured is utilizing the Compound Employee API for data synchronization.
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SAP Certified Associate - Implementation Consultant - SAP SuccessFactors Full Cloud/Core Hybrid Sample Questions (Q18-Q23):

NEW QUESTION # 18

In Business Integration Builder, a customer needs to format the value entered in SAP SuccessFactors Employee Central when it differs from the expected value in SAP ERP. Which of the following can be used to specify which direction the rule is defined in the Value Conversion rule?

- A. Parameter 2
- B. Parameter 1
- C. Employee Central field
- **D. I/O indicator**

Answer: D

NEW QUESTION # 19

Which deployment models use UI integration between SAP ERP HCM and SAP SuccessFactors Employee Central? Note: There are 2 correct answers to this question.

- A. Full Cloud
- **B. Core Hybrid**
- C. Talent Hybrid
- **D. Side by Side**

Answer: B,D

NEW QUESTION # 20

Which tools are used for transporting and mapping data during migration and replication?
Note: There are 2 correct answers.

- A. Integration Center
- B. Business Integration Builder
- **C. HRIS Sync**
- **D. Infoporter**

Answer: C,D

Explanation:

* HRIS Syncsynchronizes EC data structures with legacy SAP data.

Reference: SAP EC Data Migration Tools - Infoporter and HRIS Sync Roles

NEW QUESTION # 21

In SAP Cloud Platform Integration, an employee data replication query has failed to extract data from SAP SuccessFactors Employee Central.

What can you do to reset the query?

- A. Reset the query status In Create and Execute Employee Master Data and Organizational Assignment Query.
- B. Wait for the query to reset automatically after 1 minute.
- C. Reset the query status in Define Parameters for Employee Master Data and Organizational Assignment Query.
- D. Reset the query status In Query Administration Table.

Answer: A

NEW QUESTION # 22

In a Side-by-Side deployment model, which module can be optional for either SAP ERP or SAP SuccessFactors?

- A. Time & Attendance
- B. Payroll
- C. Organizational Management
- D. Workforce Analytics

Answer: B

Explanation:

Payroll can remain in either SAP ERP or be moved to SAP SuccessFactors EC Payroll based on customer needs in a Side-by-Side model. It does not mandate replication or coexistence, allowing flexibility.

Reference: Deployment Models - Side-by-Side Setup Guide.

NEW QUESTION # 23

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